Alberta Government

Alberta Apprenticeship and Industry Training Board

2014-2017 Action Plan

Alberta

Apprenticeship and Industry Training

Alberta Trades. World Ready.

contact Alberta Apprenticeship and Industry Training Board Support

Internet tradesecrets.alberta.ca

phone 780-422-2920

toll free 310-0000

fax 780-422-7376

mail 10th Floor, Commerce Place
10155 – 102 Street
Edmonton, Alberta T5J 4L5

Deaf callers with TTY equipment
phone 780-427-9999 (Edmonton)
toll free 1-800-232-7215 (other Alberta locations)

Copyright © 2014, the Crown in Right of the Province of Alberta,
as represented by the Minister of Innovation and Advanced Education.
Permission is given by the copyright owner for any person to reproduce
this document for educational purposes and on a non-profit basis.

ISSN 1189-8844

Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2014-2017 Action Plan.

Alberta is widely respected for its high-quality apprenticeship and industry training system. This achievement is due to the strong collaboration between the board, industry, post-secondary institutions and the Government of Alberta. We all have an important role to play to ensure that Alberta has the skilled workforce it needs for economic prosperity, now and in the future.

During the next three years, the board will continue to work collaboratively with its partners and stakeholders to:

- develop and implement high quality training and certification standards,
- ensure that Alberta has a sufficient skilled trades workforce by encouraging and motivating employers to hire, register and train more apprentices,
- promote the designated trades and occupations as a valuable post-secondary education and career choice to Albertans, and
- recognize exceptional individuals who are working towards completion of their apprenticeship or occupational training programs through the Alberta Apprenticeship and Industry Training Board Family of Scholarships and the Alberta Apprenticeship and Industry Training Board Awards.

I am proud of the achievements of the board, and all its partners and stakeholders, as we work together to ensure that Alberta has the one of the best apprenticeship and industry training systems in the world. I look forward to continuing this important work in the coming years.

Sincerely,

R Massey

Raymond (Ray) Massey
Chair

The Alberta Apprenticeship and Industry Training System and The Alberta Apprenticeship and Industry Training Board

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, professional, internationally competitive workforce in more than 50 designated trades and occupations. Industry (employers and employees) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. The technical training institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the members represent employers and employees in designated trades and four represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The board's mission is to establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training and employment in designated trades and occupations that meets the demands of Alberta industry and society.

The board works collaboratively with the apprenticeship and industry training system clients and stakeholders (industry, government, junior and senior high schools, and technical training providers) to ensure that Alberta has the trades and occupations workforce it needs for economic competitiveness and prosperity.

Mandate

The board is accountable to the Minister of Innovation and Advanced Education on matters under the *Apprenticeship and Industry Training Act*. The board's primary responsibility is to establish the standards and requirements for the training and certification of persons in designated trades and occupations. It also provides advice and recommendations to the Minister about the needs of the Alberta labour market for skilled and trained persons. The board's full mandate is stated in its *Mandate and Roles* document.

Operating Principles

Accessible	Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.
Funded by All	Apprentices, trainees, employers, and government contribute to the financial cost of training.
Industry-driven	Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.
Collaborative	All stakeholders (the board, industry (employers and employees)), the Government of Alberta, junior and senior high schools, and technical training providers work collaboratively to help individuals train and acquire the skills needed to work successfully in the designated trades and occupations.
Integrated	An apprenticeship is a valuable post-secondary education and is a part of lifelong learning.

Goals, Priority Initiatives and Performance Measures

Core Business 1 — **Establish and maintain high quality training and certification standards in the apprenticeship and industry training system**

Goal 1 — **Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and the future needs of industry.**

What it Means

The following outcomes describe what attainment of goal one will achieve:

- High quality apprenticeship and industry training and certification standards are established, developed and implemented that meet the current and future needs of Alberta industry.
- The industry committee network has the capacity, tools and mandate to provide quality advice to the board.
- The apprenticeship and industry training system continuously reviews and enhances its systems and processes to ensure that a highly skilled trades professional workforce is developed.

Priority Initiatives

1.1 Ensure high quality training and certification standards continue to be developed and implemented.

1.2 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.3 Collaborate with industry to explore issues regarding the viability of smaller designated trades and occupations.

1.4 Collaborate with industry to explore alternate methods for registering and training apprentices.

1.5 Ensure innovative, effective alternate forms of delivery[1] are explored as a method to improving access to technical training.

1.6 Work with stakeholders and partners on initiatives with respect to the recognition of programs and alternate assessment processes.

	Performance Measures	Previous Years' Results			Current Results	Target
1.a	Satisfaction of recent apprentice graduates with the overall quality of on-the job training[2]	93% (2005-06)	92% (2007-08)	91% (2009-10)	95% (2011-12)	90+% (2013-14)
1.b	Satisfaction of recent apprentice graduates with overall quality of technical training[2]	94% (2005-06)	94% (2007-08)	93% (2009-10)	96% (2011-12)	90+% (2013-14)
1.c	Percentage of apprentice graduates employed[2,3]	n/a (2005-06)	n/a (2007-08)	93% (2009-10)	94% (2011-12)	90+% (2013-14)
1.d	Satisfaction of employers with the skills of certified journeypersons[2]	95% (2004)	95% (2006)	95% (2008)	95% (2012)	90+% (2016)

1 A detailed description of alternate delivery methods can be found in the Technical Training Centre on tradesecrets.alberta.ca.

2 The **Apprentice Graduate Satisfaction Survey** is conducted by academic calendar, every second year.
The **Survey of Employer Satisfaction with Apprenticeship and Skilled Tradespersons** is conducted every fourth year.

3 Employment results for 2009-10 are not comparable to earlier survey years because of differences in the data collection period of this survey.

Goal 2 — Alberta's apprenticeship and industry training system is aligned to labour market demand.

What it Means

The following outcomes describe what attainment of goal two will achieve:

- The apprenticeship and industry training system responds to the needs of apprentices and employers and to labour market demand.

Priority Initiatives

2.1 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.

2.2 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and changes.

2.3 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.

2.4 Develop ways to positively affect changes in the supply of skilled trades professionals.

Performance Measures	Previous Years' Results			Current Results	Target (2014)
2.a Number of employer sites hiring and training apprentices	14,581 (2010)	13,871 (2011)	14,215 (2012)	14,815 (2013)	14,900

Performance Indicators *	Previous Years' Results			Current Results
2.b Number of new apprentices registered	15,199 (2010)	17,371 (2011)	21,906 (2012)	22,129 (2013)
2.c Number of apprentices registered	63,029 (2010)	57,004 (2011)	61,326 (2012)	65,880 (2013)
2.d Number of apprentices completing their program	9,335 (2010)	9,060 (2011)	8,438 (2012)	7,354 (2013)
2.e Number of individuals issued Occupation Certificates	153 (2010)	146 (2011)	160 (2012)	165 (2013)
2.f Number of individuals issued Qualification Certificates	919 (2010)	698 (2011)	783 (2012)	1,043 (2013)

* Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board. They are not directly attributable to the board's activities; therefore, performance targets have not been set.

Core Business 2 Promote training in designated trades and occupations

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

What it Means

The following outcomes describe what attainment of goal three will achieve:

- Albertans are aware of the opportunities for a career in the designated trades and occupations.
- Under-represented Albertans participate in apprenticeship and industry training.
- Apprentice excellence is encouraged through scholarships and awards.

Priority Initiatives

3.1 Promote the availability and advantages of designated trades and occupations careers to Albertans.

3.2 Identify and promote pathways into apprenticeship.

3.3 Support actions that increase the participation and progress of under-represented individuals in apprenticeship and industry training programs.

3.4 Support stakeholder partners that promote the designated trades and occupations as a career option to Albertans.

3.5 Promote apprenticeship and industry training scholarships, awards and incentives to encourage apprenticeship completion and excellence.

3.6 Promote dual credit pathways in the Career and Technology Studies (CTS) program to increase the participation of young Albertans in apprenticeship and industry training.

3.7 Promote positive health, safety and environmental (HSE) practices in the workplace.

3.8 Promote life-long learning apprenticeship and industry training options (e.g., Interprovincial Red Seal Program, Achievement in Business Competencies (Blue Seal) Program and NAIT's Trades to Degrees Pathway).

Performance Measures		Previous Years' Results			Current Results	Target (2014)
3.a	Number of scholarships available	870 (2010)	871 (2011)	879 (2012)	879 (2013)	879
3.b	Percentage of completing apprentices in Red Seal trades writing Red Seal exams in the same year	96% (2010)	97% (2011)	96% (2012)	96% (2013)	90+%
3.c	Percentage of completing apprentices in Red Seal trades passing Red Seal examinations in the same year	81% (2010)	80% (2011)	81% (2012)	79% (2013)	80+%